Cambridgeshire Chambers of Commerce

Clifford House, 2 Station Yard,
Oakington, Cambridge, CB24 3AH

Tel: 01223 237414

Email: enquiries@cambscci.co.uk

www.cambridgeshirechamber.co.uk

Interim Report

Cambridgeshire and Peterborough Local Skills Improvement Plan

Draft Priorities - April 2023

[This is a publication of draft priorities resulting from the work of the LSIP project to date. All information, opinions and estimates contained herein are given as of the date of publication 5th April 2023 and are subject to change. This publication should be considered interim pending publication of a replacement LSIP report submitted to the Department for Education in May 2023]

Contents

Interim Report

Interim Report

Foreword

Cambridgeshire Chambers of Commerce, appointed by the Department for Education as Employer Representative Body (ERB) for Cambridgeshire and Peterborough, has been delighted to work with stakeholders from across the region to produce this interim report on the Local Skills Improvement Plan (LSIP) for 2023.

The purpose of this work has been to enable employers, education providers and other key stakeholders within the region to identify strengths and challenges within Cambridgeshire and Peterborough in Post-16 technical education provision meeting the skills needs of the local economy. This interim report is designed to support providers in gaining early insight into the skills priorities that the LSIP will identify for the region, as part of the development of their Accountability Agreements, and as couched in the wider skills landscape.

The Chamber fully supports the existing and on-going work undertaken by the Cambridgeshire and Peterborough Combined Authority (CPCA) to identify the skills needs in Cambridgeshire and Peterborough, and thus this first iteration of the LSIP builds upon the foundation of agreed priorities set by the CPCA and recent Employment and Skills Strategy 2022. To demonstrate and clarify this, the following report presents these growth priorities along with additional insights from the work of the LSIP that help to define the priority sectors and skills required.

Stakeholder engagement and research will continue until the end of April 2023, where alongside the introduction of a skills survey research has included over 10 workshops across the region, individual stakeholder interviews and consultation with Business Representative Organisations (BRO's) that represent thousands of businesses across the region. This report provides an interim view of the strategic growth priorities, cross-sector themes and cross-sector skills priorities which have been gleaned from this activity to date.

The final report will be published in May 2023 and will provide additional information on the regional priorities as well as recommendations for optimising the flow of skills related data across the stakeholders within the region to support the skills landscape.

I would also like to take this opportunity to formally thank the Cambridgeshire and Peterborough Combined Authority and the team at PwC for helping us to bring this report together.

Interim Report

My sincere thanks also to all of the stakeholders who have contributed to the development of the LSIP, including the region's fantastic education providers, local employers, district councils, education charities, the tireless efforts of the numerous business representative organisations from all over the region, and many more without whom this level of stakeholder engagement and skills insight would not have been possible.

In our role as the ERB here at Cambridgeshire Chambers, we look forward to building on the networks and relationships formed. We are committed to continue working collaboratively with the region's stakeholders as part of the maintenance of the LSIP through to 2025.

Vic Annells
Chief Executive of Cambridgeshire Chambers of Commerce

Interim Report

Status and purpose of this report

Introduction

Context

The Local Skills Improvement Plan (LSIP) is a business-led and locally owned approach to bringing together employers, education and training providers, and other key local stakeholders, to better understand the priorities for the region's post-16 technical education landscape. The LSIP is set in statute in the Skills and Post-16 Education Act 2022. This means that the Department for Education is committed to funding independently led employer-driven activity to shape skills provision at a regional level. Cambridgeshire Chambers of Commerce is the appointed Employer Representative Body for the development of the Cambridgeshire and Peterborough LSIP.

This interim report seeks to build on the existing work conducted by the Cambridgeshire and Peterborough Combined Authority (CPCA) set out in the Employment and Skills Strategy (2022)[1], by starting to bring a representative view of employer's needs into the skills system, particularly where employers may not previously have engaged with the region's skills conversation. This report provides a view of the region's skills priorities and is designed to inform education and training providers in order for them to meet the requirements of their annual accountability statement for 2023[2]. The full LSIP Report will be submitted to the Department for Education for approval in May 2023.

The 2018 Cambridgeshire and Peterborough Independent Economic Review (CPIER)[3] identified three interdependent sub economies across the geography, Greater Peterborough, Greater Cambridge and the Fens. These are distinct in terms of needs and opportunities, and equally important in terms of their contributions to the wider economy. The CPCA is looking to refresh this work and if timelines allow that updated information will be incorporated to inform the full LSIP Report.

These significant regional differences reveal areas of affluence as well as pockets of intense economic deprivation. Variation in education provision across the region is also reflected in the disparity of skills and qualification attainment. For example, analysis of ONS data indicates that the proportion of individuals in Fenland with no formal qualifications is 28% whereas across Cambridge, South Cambridgeshire and East Cambridgeshire this figure is only 6%. Whilst an absence of formal qualification is not necessarily an equivalent of low skills, it is a useful indicator for comparative purposes in terms of understanding technical education provision.

[1] Cambridgeshire and Peterborough Combined Authority, Employment and Skills Strategy (2022)
[2] Department for Education, Accountability Agreements for 2023 to 2024 (2022)
[3] Cambridgeshire and Peterborough Combined Authority, Cambridgeshire and Peterborough Independent Economic Review (2018)

Interim Report

It is also important to recognise the national and global challenges that have been experienced in recent years that have impacted the region's local economies in different ways, depending on the sectors and demographics that dominate. These factors include the Covid 19 pandemic, Brexit and the war in Ukraine, where for example the sectors hardest hit by the Covid-19 pandemic are emerging to face rapid needs to adapt swiftly to changing trends in consumer habits, market structure and technological advancements. These include Retail, Hospitality and Leisure, Health and Care, Education, Construction, Transport and wider Manufacturing[4]. Alongside this, businesses are also experiencing pressure from the net zero transition and the digitalisation of industries.

A key feature of the Cambridgeshire and Peterborough region is that there is no single substantially developed larger urban city but multiple major employment hubs with complex needs for digital, transport and real estate infrastructure which present significant challenges for the region. In 2020, the mayor identified eleven unique communities – Chatteris (11,011), Ely (18,000), Huntingdon (25,428), Littleport (9,168), March (20,917), Whittlesey (16,058), Wisbech (20,200), St Ives (17.020), St Neots (33,261), Soham (10,860) and Ramsey (7,765)[5] as belonging to the region's Market Towns Programme. Each of these locations has a master plan of priorities for development and this demonstrates the significance of this multitude of major, though smaller, locations. They represent 19% of the population of the region[6].

The LSIP provides opportunities for greater collaboration between employers, providers and learners, building upon the existing networks and relationships that have continued to grow in the region over recent years. The full LSIP report will provide an evaluation of the observed alignment between regional employers' skills needs (demand-side skills) and the skills that are provided through existing training and education (supply-side skills) and attempt to identify opportunities for supporting activities in the region to continue efforts to align these. The full report will also recommend a range of possible activities that could provide opportunities for the optimisation of the regional skills system.

Project status and next steps

As stated within the foreword from the Chamber's Chief Executive, this interim report will be replaced by the full LSIP report which will be submitted to the Department for Education in May 2023 for approval and the current phase of stakeholder engagement will continue until the end of April 2023 before Phase II of the project will commence in the Summer 2023. Whilst the publication of the LSIP report in May will signal the end of the first phase of the region's LSIP, the forward motion of the stakeholder engagement in the region will be continued to support education provision and skills for the region.

[4] Cambridgeshire and Peterborough Combined Authority, Local Economic Recovery Strategy (2021)
[5] Office for National Statistics, Census (2021)
[6] Cambridgeshire and Peterborough Combined Authority, Mayor's Blog: A Tale of Two Cities - And Eleven Market Towns (2020)

Interim Report

The LSIP survey was launched in January 2023 and stakeholder groups have met regularly to shape the direction and development of the region's LSIP via vehicles including the LSIP Advisory Group, consisting of representatives of the Chamber, CPCA, local providers, employers and other significant stakeholders including the DWP; the Business Representative Organisations (BRO) Group, bringing together over 20 of the regions employer representative bodies with reach to thousands of businesses across the region and Chaired by Gareth John who also Chairs Cambridge Ahead's Skills Group; and the region's Provider Group, consisting of college principals from across the combined authority area and Chaired with support from Laura Guymer, Cambridgeshire and Peterborough Combined Authority.

The LSIP project team has also held stakeholder workshops across the district to gather stakeholders' perceptions of the skills required and the experiences of the region's existing skills system, and a subsequent round of workshops held throughout March 2023 which focused on consolidation of the perceptions gleaned from initial stakeholder feedback (Appendix 1) capturing opportunities and solutions to enhance the regional skills landscape.

Interim Report

Strategic Priorities

The following commentary on the strategic priorities has been extracted from CPCA's published documentation in order to bring together the basis for the work of the LSIP and the skills priorities that this work supports. Additional insights on skills demand and supply from data analysis, survey results and stakeholder engagement supported by PWC will be provided within the full LSIP report.

Sector growth priorities

Emergence of the priority sectors

The Cambridgeshire and Peterborough Independent Economic Review (CPIER) and the Local Industrial Strategy (LIS) identified **life sciences, agritech, digital and advanced manufacturing** as priority sectors for long-term, innovation-based growth in the region. These have continued to be referenced as priority sectors in more recent reports including the Cambridgeshire and Peterborough Local Economic Recovery Strategy (LERS), Cambridgeshire and Peterborough Economic Growth Strategy and the Employment and Skills Strategy 2022. The Chamber has agreed, with support from the CPCA and key LSIP project stakeholders, that these will also form the sector priorities focused on within the full LSIP report.

As referenced in the Employment and Skills Strategy[7], employment in these sectors is rising faster in the area than nationally, at 17.4% compared with 6.6%. However, the positive growth in these sectors is not experienced evenly across the region – with priority sectors clustering in specific places, for example, advanced manufacturing in Peterborough, Cambridge and South Cambridgeshire, life sciences in Cambridge and South Cambridgeshire, and Agri-tech in the Fens. To ensure that the LSIP is useful and representative of the entire region, cross-sector themes and skills needs have also been considered, and stakeholders from Huntingdonshire and Fenland have also been consulted in locally based workshop activities.

In 2022 these sectors accounted for 20% of employment in the region[8]. The recent Strategy identified a wider set of priority sectors due to their significance as employers: retail, hospitality and leisure, construction, transport, education, manufacturing, health and care. The limitations of the LSIP project have meant that the LSIP cannot individually consider each of these priority areas in depth in its first iteration, though cross-sector considerations have included consultation of representatives in each of these sectors wherever possible. Further skills analysis on the remaining 80% of employment can be found in the Local Skills Refresh (including a detailed action plan in Appendix 5)[9].

[7] Cambridgeshire and Peterborough Combined Authority, Employment and Skills Strategy (2022)
[8] Cambridgeshire and Peterborough Combined Authority, Employment and Skills Strategy (2022)
[9] Cambridgeshire and Peterborough Combined Authority, Local Skills Refresh (2022)

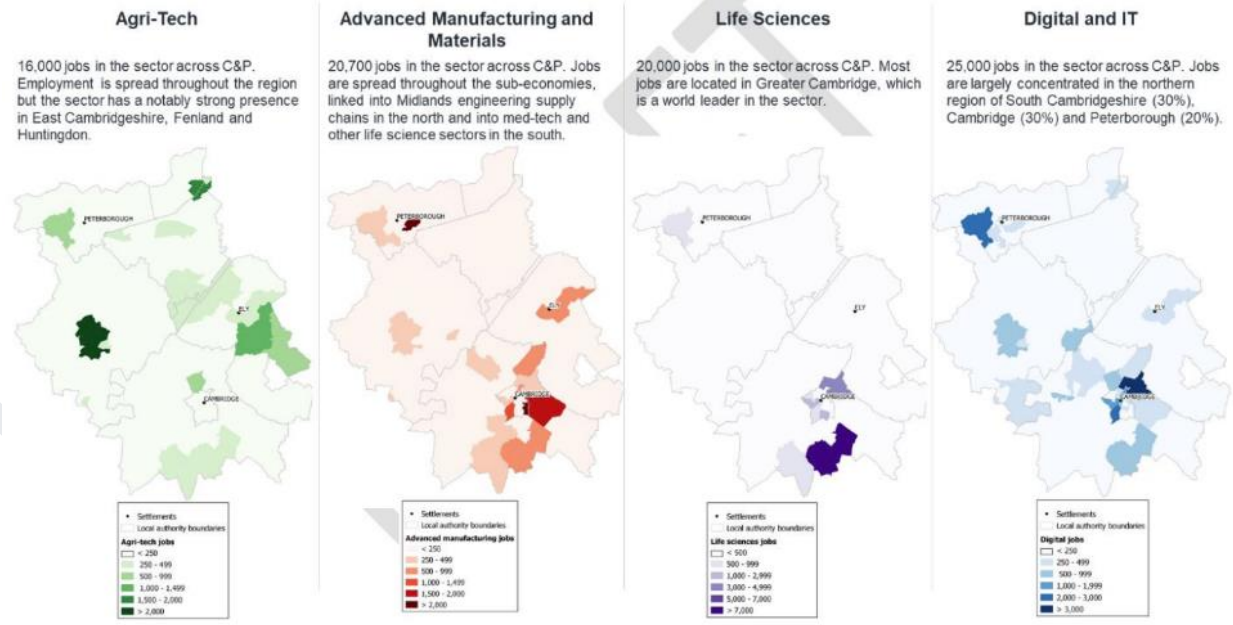
Interim Report

Challenges (as referenced in the Employment and Skill Strategy[10])

Transitions between jobs, employers, occupations, and roles are expected to become more important as driving trends play out in the local economy. Industry 4.0 and automation, potentially accelerated by labour shortages currently being experienced from the effects of Covid-19 and Brexit, are expected to impact priority sectors in Cambridgeshire and Peterborough. Agritech has the highest exposure to automation at 49% of employment exposed, with 43.9% of employment not overlapping with other priority sectors. Advanced manufacturing faces 39% of employment exposure, with 33% for digital and 31% for life sciences. These four sectors also have more overlapping occupations in other sectors, ranging from 74.2% to 79.9%. Reskilling will be a clear challenge in the coming years, particularly in areas with concentrations of agriculture and manufacturing.

District profile

Figure 1: Employment in the priority sectors



Source: Cambridgeshire and Peterborough Independent Economic Review (2018)[11]

[10] Cambridgeshire and Peterborough Combined Authority, Employment and Skills Strategy (2022)
[11] Cambridgeshire and Peterborough Combined Authority and Cambridge Ahead, Cambridgeshire and Peterborough Independent Economic Review (2018)

Life Sciences

Defining Life Sciences (as referenced in the Cambridgeshire and Peterborough Independent Economic Review[12])

In recent decades, life sciences has become one of the UK's greatest business strengths, and the reach of the biomedical industry in Cambridge and South Cambridgeshire is international. In South Cambridgeshire, the sector accounts for 16% of turnover and 18% of employment. The sector covers a variety of interrelated fields, including pharmaceuticals, genomics, and biodata. This industry generates numerous spin-outs with innovative products, including Abcam (which offers research tools into proteins and other chemicals), Crescendo Biologics (therapeutics in oncology) and Kymab (developing antibody technologies).

Large international businesses have based themselves (or established a presence) in the region, including Astra Zeneca, Eisai (a Japanese pharmaceutical company) and Glaxo Smith Kline (GSK). Many of these businesses report that their alternatives to being based around Cambridge are outside of the UK, in similar clusters in Europe, America or South-East Asia. Therefore, there is clearly of high national significance to these industries in this area: they bring in business that would otherwise look abroad.

Demand and supply for Life Sciences (as referenced in the Life Sciences Strategy[13])

There is an identified shortage of people with the technical skills to support the life science industry in the Cambridge area, especially in the convergence of AI and life sciences, seen as a key differentiator for the industry in the area. However, there is also a demonstrated shortage of people with the commercial management skills required to grow a life science company. This is supported by data analysis, conducted as part of the LSIP, which shows that Pharmaceuticals and Clinical Trials (part of Life Sciences) at a Manager, Director and Senior Officials level is in the top 10 sought after specialised skills at 5% and 4% of job postings[14].

Demand

The Combined Authority estimates the total life sciences employment in Cambridgeshire and Peterborough amounts to around 20,000 people. The vast majority of this employment is concentrated in Cambridge and South Cambridgeshire, and comprises roles focused on research and development into biotechnology and natural sciences.

The sector is set to grow across the UK and therefore is likely to need new roles to meet the forecasted growth in demand. Filling these vacancies will not only be a challenge due to the numbers involved, but also because the skills requirements of the sector are evolving. A 2019 report by ABPI identified shortages of technical skills in immunology and genomics, areas of

[12] Cambridgeshire and Peterborough Combined Authority, Cambridgeshire and Peterborough Independent Economic Review (2018)
[13] Cambridgeshire and Peterborough Combined Authority, Life Sciences Strategy (2021)
[14] Lightcast, LMI data (2022)

Interim Report

critical importance to the development of new medicines; as well as a shortage of technical skills, such as data science. There is likely to be a considerable shortfall in areas of interdisciplinary overlap between medical fields and data analytics, such as computational chemistry, chemometrics and chemoinformatics.

While the Combined Authority area is home to a large employment base and some of the world's most talented scientists, interviewees consistently mentioned skills shortages as an area of concern. In particular, retaining those working in bioinformatics and related fields is a challenge. It was also made clear in interviews that skills shortages in the sector were not only related to scientific and technology fields, but also to more generalist skills in business management and entrepreneurship. As one industry leader commented, 'We need people with the commercial management skills to take companies to the next level, but these are few and far between. Buying them in is not the answer as they are just as rare, if not more so, in the rest of the UK'. The shortage of commercial management skills was one of the most frequently commented-upon points.

Supply

Much of the sector's future talent will still be enrolled in education programmes. Cambridge University, as the world's top-rated university in life sciences, is central to helping address the talent demands of the sector and shaping some of the sharpest minds, while Anglia Ruskin University is also a key player in addressing skills shortages. The Higher Education Statistics Agency (HESA) provides data on undergraduates, postgraduates and other students enrolled in full time and part time programmes at UK higher education institutions. According to this data, there are currently 8,375 students enrolled in life science related programmes at the University of Cambridge in 2018 - 2019, compared with 8,065 in 2014 – 2015. There are also an additional 10,965 students enrolled in these programmes at Anglia Ruskin University.

It is important to recognise that many students enrolled in subjects suitable for life sciences employment will not enter the industry after graduating. Many who do enter the Combined Authority's life sciences sector will migrate from other parts of the UK (and beyond). However, ensuring that a large proportion of Cambridge's newly graduated talent opt to remain in Cambridge after completing their studies will be an important component of meeting the labour needs of the life sciences sector going forward. According to several people we spoke to during our interviews, some of the most talented individuals leaving university are increasingly opting to relocate to London over remaining in Cambridge. Indeed, data from the UK Office for National Statistics shows that the combined authority experienced a net negative migration of those aged between 25 and 30 over the last three years, with around 1,450 more young people moving out of the area than moving in.

Skills Gaps

Cogent Skills, the Sector body for Life sciences has identified the following skills gaps and shortages:

- Biological Sciences: Immunology and Genomics;

Interim Report

- Clinical Areas: Clinical Pharmacology;
- Informatics, Computational, Mathematical and Statistics Areas: Pharmacokinetic/ Pharmacodynamics Modelling, Computational Chemistry, Chemoinformatics and Chemometrics, Biomedical Imaging;
- Chemical Sciences: Medicinal and Synthetic Organic Chemistry;
- Regulatory Areas: Regulatory Affairs, Qualified Person (Pharmacovigilance) and Qualified Person (Quality Assurance) – roles considered to be particularly affected by the UK's departure from the EU.
- Engineers (involved in chemical and/ or process control) who understand both digital and pharmaceuticals and can drive process and efficiencies;
- Engineers who can simulate processes and build digital twins;
- Digital/data scientists who can create relevant programs and infrastructure to medicines manufacturing;
- Chemists/pharmacists who understand AI and can adapt to and apply new technologies.

To continue to deliver growth in employment and innovation, the Life Sciences also needs to address the following:

- Digital, computational, and statistical literacy;
- Leadership skills;
- Communication skills;
- Translation and commercialisation skills;
- Skills updates to reflect technological and regulatory change;
- Skills for cross-team and cross-disciplinary working;
- Succession planning for an ageing workforce;
- Promotion and facilitation of agile careers;
- Continuing Professional Development (CPD);
- Holistic sales and marketing skills.

The full LSIP report will aim to identify which of these skills are currently being recruited for within the region.

Interim Report

Summary of the skills landscape in the Life Sciences sector

- The Life Sciences sector is prominent in Cambridge and South Cambridgeshire and is home to large international organisations.
- There is a shortage of people with the technical skills to support the sector and a shortage of people with the commercial management skills required to grow a life science company.
- There is a large number of people enrolled in Life Science related programmes in Cambridgeshire, but a significant proportion of these people tend to relocate to London after completing. More work needs to be done to improve retention levels in the region.

IT and Digital

Defining IT and Digital (as referenced in the Cambridgeshire and Peterborough Local Industrial Strategy[15])

The vibrancy and technological expertise of the Cambridgeshire and Peterborough area digital sector is a significant reason for the area's international attractiveness. The sector delivers almost 9.0% of the area's revenue and 8.0% of employment. Furthermore, it is the fastest growing knowledge intensive sector, increasing 10.4% over the last three years (compared to 6.6% for KI as a whole). Foreign direct investment (FDI) into the area and sector is strong and, when these projects occur, they generate twice the proportion of jobs than information technologies FDI more generally across the UK.

A well-known example, ARM, was started in Cambridge with fewer than twenty employees and has grown into a global player valued at £24bn in 2016. This is one reason why Greater Cambridge is an internationally recognised centre for artificial intelligence and digital technology innovation, with Cambridge University among the top five globally in this area.

Academic and home-grown success has led to major private investment too. Microsoft established their first non-US research centre in Cambridge in 1997, followed by Apple, Amazon, Samsung and others.

As demonstrated in the artificial intelligence sector deal, Cambridge is a key part of the £1bn invested in UK artificial intelligence start-ups. Venture funding of £170m was invested in Darktrace, £140m in BenevolentAI, and £50m in Featurespace, and the number of spinouts from the University continues to rise with startups such as PROWLER.io, Cytora, AudioTelligence and Intelligens, and many other companies choosing Cambridge for their international headquarters. Cambridge has recently secured a major expansion by Bristol-based Graphcore, which designs chips used for artificial intelligence. More widely, firms are supported in innovative growth by numerous technological assets, key amongst which is the new artificial intelligence supercomputer which is being used to support artificial intelligence companies in developing next generation solutions. The inter-relationship between digital and the other Local Industrial Strategy strategic growth sectors can be neatly demonstrated by the 2018 decision of one of Europe's biggest artificial intelligence firms – BenevolentAI – to acquire a drug discovery and development facility at the Babraham Research Campus in Greater Cambridge, to dramatically speed up drug discovery.

Demand and supply for IT and Digital

According to the data analysis, conducted as part of the LSIP, there is a shortage of people with the correct Digital skills across the region specifically within professional occupations[16]. The data

[15] Cambridgeshire and Peterborough Combined Authority, Cambridgeshire and Peterborough Local Industrial Strategy (2019)

[16] Lightcast, LMI data (2022)

Interim Report

shows 7 of the top 10 sought after skills for Professional Occupations relate to IT and Digital, this includes Python (8%), Software Engineering (7%), Software Development (5%), C++ (5%), JavaScript (5%), Computer Science (5%), Data Analysis (4%). This could indicate that professional firms are increasingly working to digitise but perhaps don't have the talent available to keep up with the rapidly changing environment.

Programmers and software development professionals are in the highest demand in the region accounting for 46.4% of all the Digital job postings. This is followed by IT business analysts, architects & system designers at 12.8%[17]. This clustering of demand may indicate a labour shortage for this particular occupation. Furthermore, 74-85% of Digital job occupations across the region don't require a minimum education level, again indicating that this may be a labour issue rather than a skill shortage.

Summary of the skills landscape in the IT and Digital sector

- The region's digital and IT sector is attractive at an international scale due to its home-grown success and major private investment.
- There is on-going and significant demand for IT and Digital skills across the region, particularly within Professional Occupations.
- Job postings may indicate labour shortages, though there is clear demand for digital skills in professional occupations.

Advanced Manufacturing

Defining Advanced Manufacturing (as referenced in the Cambridgeshire and Peterborough Independent Economic Review[18])

The region has a very strong high-tech manufacturing base, and Peterborough has a significant manufacturing history, where large firms such as Caterpillar have engineering bases. According to CBR figures, 20% of Peterborough's turnover comes from high-tech manufacturing (with a further 6% stemming from other manufacturing). Prototype fabrications for the first MRI machines were built in Fenland at Chatteris, and Stainless Metalcraft continues to produce high-end scientific products, such as cryostats – chambers that can maintain very low temperatures. One of Cambridge's most successful science areas, Granta Park, was conceived of by then Chief Executive of The Welding Institute (TWI Ltd) Bevan Braithwaite – TWI's headquarters is now based there. Composites are a particular strength in the west of the area, with Forward Composites, Paxford Composites and Codem Composites based in and around Huntingdon, producing alternatives to steel and aluminium for aerospace, motorsport and other industries.

[17] Lightcast, LMI data (2022)
[18] Cambridgeshire and Peterborough Combined Authority and Cambridge Ahead, Cambridgeshire and Peterborough Independent Economic Review (2018)

Demand and supply for Advanced Manufacturing (as referenced in the Advanced Materials and Manufacturing Strategy[19])

Demand

As of 2019 (the most recent data available) Cambridgeshire and Peterborough was home to 3,270 manufacturing and engineering firms employing 51,400 people. Since 2010 employment within the sector has grown by 3,810 jobs, or 8.0%. Within this, advanced manufacturing accounted for 1,770 firms employing 22,200 people, representing 54% of the businesses and 43% of the jobs within the wider manufacturing sector. Advanced manufacturing employment has grown by 2,430 jobs, or 12.3%, so at a faster rate than the wider manufacturing sector.

In the 2019 Employer Skills Survey, manufacturing had the joint highest skill-shortage vacancy density of any sector in the country, with 36% of vacancies proving hard to fill due to applicants lacking the required qualifications, skills or experience (average across all sectors: 24%). Whilst this data is only available at the national level, this percentage grew sharply from 29% in 2017, suggesting growing skills shortages within the sector. Furthermore, manufacturing is one of the four sectors nationally with the highest number of workers aged over 50 (along with health, retail and education), many of whom will have skills that need updating or retraining as the sector evolves.

Supply

There are multiple skills initiatives already in place through organisations such as the Metalcraft Advanced Manufacturing Training Centre and the new Anglia Ruskin University Peterborough Campus (which is not specific to the manufacturing sector). The existing provision is good, but even more is needed to further enhance the pipeline of skills, whilst learning the lessons from unsuccessful initiatives such as the iMET training centre, so that Cambridgeshire and Peterborough is an area that can provide the skills required by manufacturers in the future.

Skills Gaps

Stakeholders at the March 2021 workshop identified two priorities within the skills agenda - alignment and quality:

- The alignment issue, where significant investments in education may not necessarily be aligned to future skills needs. Gap analysis has shown a significant disconnect between the disciplines people are being trained in and where skills needs are growing. This can often lead to people entering different industries to which they were trained in, meaning they may be less ‘job-ready’, and employers are required to provide additional support, often incurring training costs.
- The quality issue, reflecting a feeling that there was a mismatch between the delivery of training in UK training provision and the way employers thought they would prefer it to be delivered. One of the motivations behind investing in the Advanced Manufacturing

[19] Cambridgeshire and Peterborough Combined Authority, Advanced Materials and Manufacturing Strategy (2021)

Interim Report

Research Centre was to address some disillusionment with the way training was delivered within more traditional training providers.

The National Manufacturing Skills Task Force is the sector body and catalyst for Advanced Manufacturing (NMSTF)

The NMSTF has stated that Engineering and Manufacturing has struggled with a sizeable skills gap for a number of years. With the loss of adult workers from the manufacturing workforce due to changing life choices post pandemic, and the loss of skilled labour due to the exit from the EU, the challenge for the sector was not about having the right skills but having enough people.

Due to the nicheness of manufacturing, a general summary of the high level skills issues consistent across all Task Force members includes:

- Ability to attract new and diverse talent into the sector
- Upskilling and reskilling the existing workforce
- Employers ability to keep pace with technological change and understand what that means for their workforce and skills
- Difficulty to invest in upskilling, reskilling and recruitment of new talent with other constraints on time and resources e.g. energy costs etc.
- Competition for skills and number of vacancies needed to be filled
- Ability for employers to foresight and understand future skills and how to understand and respond to “green skills” or “industry 4.0” etc.

Short Term Objectives (6-9 months) of the Task Force include:

- Raising awareness of T levels to employers
- Ensuring that apprenticeships meet the needs of employers and particularly SMEs
- Upskilling and reskilling with a focus on digital and green skills
- Developing an evidence base to really understand the current situation and measures to mitigate.
- Developing a common skills language for manufacturing to aid the transferability of skills across sectors

The full LSIP report will contain a refined list of the identified regional skills demand.

Summary of the skills landscape in the Advanced Manufacturing sector

- Peterborough has a strong manufacturing background and large international firms are based in this area. Fenland is also a significant contributor to growth in this sector.
- Advanced manufacturing employment is growing at a faster rate than manufacturing in the region.
- There is a national skills shortage for individuals in the manufacturing sector and a large proportion of those currently employed in the sector are over 50s so retraining and upskilling is vital.
- Training provision is strong and continued focus on alignment and quality is necessary.

Interim Report

Agritech

Defining Agritech (as referenced in the Cambridgeshire and Peterborough Independent Economic Review[20] and the Cambridgeshire and Peterborough Independent Economic Review[21])

Agricultural industries are growing in importance as the prominence of food security on the international agenda increases. To match rising international demand, more innovative means of food production are being called for, which are less space intensive and carry lower risk. This is where AgriTech – a sector based around research, development and innovation to improve agricultural methods – comes in. AgriTech tackles global challenges including hunger, resource sustainability, disease resistance, adapting to and mitigating climate change, and delivery of healthy food. It is also one of the four pillars for East of England knowledge-led growth identified in the 2017 Science and Innovation Audit (SIA). The area is home to AgriTech companies such as Dogtooth Robotics, which builds robots to pick soft fruit, using artificial intelligence to recognise ripe fruit, pick it, and place it into punnets,. NIAB – the National Institute of Agricultural Botany, which researches plant genetics and disease, and Agri-Tech East are located in Cambridge.

38,000 people are currently employed in the agri-tech sector in the local economy, generating approximately £4bn of economic value per annum. Agri-tech opportunities were highlighted by the CPIER and the sector is forecast to grow by over 10% over the next ten years. The local agri-tech cluster has internationally significant research and development in both agriculture and food. This research base is also a significant provider of postgraduate training with a global reputation and creates a significant market for those with higher level skills and qualifications.

The strength and breadth of the research base is built on a highly skilled, international workforce, attracted to Cambridgeshire by the reputation of centres such as NIAB and the University of Cambridge. Firms in the economy have expertise in sensors, robotics, genomics and communications and are at the forefront of ideas and commercial applications that are shaping the food production in the UK and globally.

Demand and Supply for Agritech (as referenced in the Agri-Tech Strategic Action Plan[22])

The skills and labour issue in agriculture is well-documented and being considered at a national level as part of the national Food and Drink Sector Council. In the CPCA geography, however, there is a disparity in skills from PhD level to vocational and seasonal work around agriculture and agri-tech. There are a number of regional HE and FE delivery partners and they, like their counterparts across the wider UK, are reflecting on how to offer courses and skills programmes

[20] Cambridgeshire and Peterborough Combined Authority and Cambridge Ahead, Cambridgeshire and Peterborough Independent Economic Review (2018)
[21] Cambridgeshire and Peterborough Combined Authority and Cambridge Ahead, Cambridgeshire and Peterborough Independent Economic Review (2018)
[22] Cambridgeshire and Peterborough Combined Authority, Agri-tech Strategic Action Plan (2021)

Interim Report

to prepare the workforce for 21st Century agriculture, which includes emerging skills as well as traditional. Agri-tech of course forms a key part of this, however the national pool of learners is presently attracted to providers on a national scale, and it has been suggested that bespoke offersings for the businesses and learners in the CPCA area are needed. There are a number of industry-led providers – such as the ARTIS programme which currently exists to provide flexible learning in some areas of the industry – and future plans should be considered within the context of this and other initiatives.

Summary of the skills landscape in the Agri-tech sector

- The strength of the agri-tech sector in Cambridgeshire is based on a highly skilled and international workforce.
- There is a disparity in skills from PhD level to vocational and seasonal work around agriculture and agri-tech in the region.
- There are a number of HE and FE delivery partners, and these operate in a competitive backdrop nationally. More bespoke programmes are reportedly needed for the region.

Cross-sector theme challenges

This report also considers cross-sector themes including Digitalisation and Net Zero due to the repeated raising of these as of particular significance both nationally, by the DfE, and locally by key stakeholders including the CPCA. It is important to note that defining these areas at the skills level is particularly difficult.

The pace of change within these evolving areas makes it challenging for employers to understand their future skills needs and there is pressure on the education system to keep the curriculum and provision of skills up-to-date and aligned with the wider economy. There is a clear need for future-proofing of skills strategies to ensure the region can manage the risks and realise the opportunities which can be generated from a net zero and digitalised world. As more industries adopt green and digital technology into their workflows, more strain will be placed on the supply of suitable talent leading to an ever increasing digital and green skills gap, particularly if employers do not upskill their existing workforce.

Interim Report

Digital Sector

Defining the Digital Sector

The Digital Sector Strategy[23] provides a comprehensive Digital Strategy for the region and aims to:

1. Significantly increase the contribution of the technology sector to the region's GVA;
2. Stimulate faster growth in other sectors through early and easy adoption of cutting-edge technology;
3. Ensure that the benefits of technology-based business growth are spread beyond the Greater Cambridge cluster and across the entire region;
4. Support the overarching aim of the Combined Authority in making Cambridgeshire and Peterborough a leading place in the world to live, learn and work.

The Strategy provides recommendations (Appendix 4) across nine domains. Domain 2 focuses specifically on the need for a skilled workforce.

'The supply of a sufficiently skilled workforce across all levels of the digital sector is critical to the success of this region. Businesses already perceive a talent shortage, and this is only going to increase as vertical industries adopt increasing quantities of advanced technologies into their processes. Attention is needed by both the public sector and the business community to the development not only of STEM skills but also their creative use. We need to focus on the region's young people, on the retention of existing talent, and the upskilling of the adult population to enable all citizens to thrive in a digital world.'

This Strategy recognises four different segments of digital users, each of which have their own skill levels and educational needs:

User Group		**Description**	**Education Requirements**
1	Digital Exclusion	The 11% of the UK population not connected to the internet and not using digital services on a regular basis.	● Connectivity, if not yet in place ● Basic digital education
2	Basic	These are users who in their home or work life are able to securely use internet-connected devices for general browsing and communicating.	● General IT education
3	Workforce	These are users who use specialist digital services for home or work life, such as accountancy software, warehouse management tools, or photoshop.	● Regular information on new ● developments ● Basic understanding of how programme works

[23] Cambridge Wireless and Anglia Ruskin University, A Digital Sector Strategy for Cambridgeshire and Peterborough (2019)

Interim Report

4	Professionals	These users design the tools used by the other user groups.	• Maths • Understanding of how computers work • Programming languages • Data management

Demand and supply for the Digital Sector

The Strategy highlights the following skills gaps:

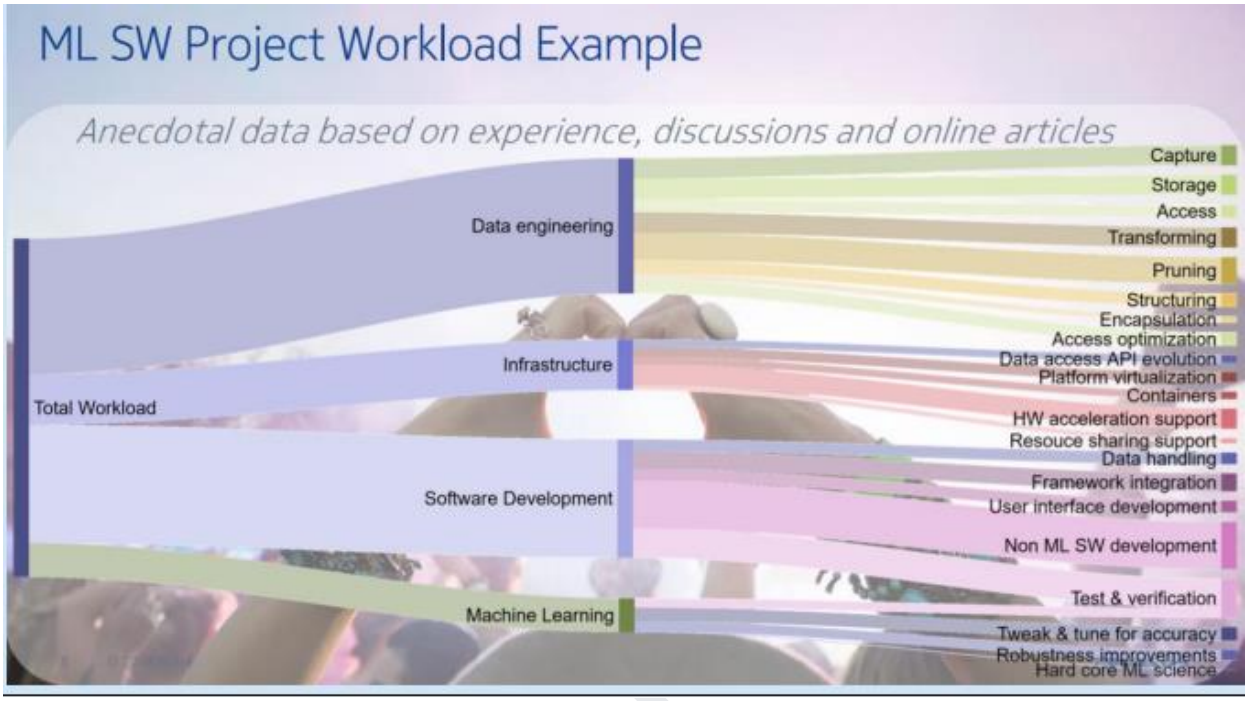
- Software developer
- Senior programme developers
- Data analysts / big data developers
- Artificial intelligence developers
- Computer aided design
- Cyber security
- Mobile and cloud computing
- Technology specific skills (e.g. high level technological knowledge of communications networks)

An insight into skills requirements

Artificial intelligence and data processing are expected to be a central part of the digital economy of the future. With Samsung, Qualcomm, Microsoft and Amazon already establishing global artificial intelligence, R&D operations in Greater Cambridge, alongside home-grown talent like PROWLER.io and Darktrace, the region is well positioned to be a leader in this field.

This would require the region to be able to supply newer skills in addition to the programming and data management. The East of England Science and Innovation Audit identified skills, particularly related to data, as a gap in the regional provision that needs to be fulfilled. The slide below focuses on a machine learning software project workload presented by Nokia at CW Technology and Engineering Conference 2018. It demonstrates that the largest proportion of time on a machine learning project is present on data capture, storage, access, transformation, pruning, structuring and encapsulation.

Interim Report



This Strategy is primarily concerned with ensuring that appropriate IT skills are present in the workforce of Cambridgeshire and Peterborough's future. To this end, sufficient educational provision for both young people and adults needs to be accessible either through the school, college and higher education system, or through employer-led training. **Engagement with the Careers Hub is critical to support and influence the upskilling of educators and working smarter with outreach work.** At the same time, businesses need to have a clear process for engaging with the education system and for signposting what skills and knowledge it needs its future workforce to develop. One route to achieving this is through the Digital Skills Partnership, see inset above, which is a localised, nation-wide programme of joint public/private sector engagement on education. Alternatively, a more ambitious programme could be the creation of a CPCA Digital Skills Task Force, consisting of business, education and public sector leaders, that generates and actions specific opportunities around the creation of digital skills among young people and adults; its mission would be to ensure that all businesses in the area are able to thrive through access to a consistent, high-quality supply of talent.

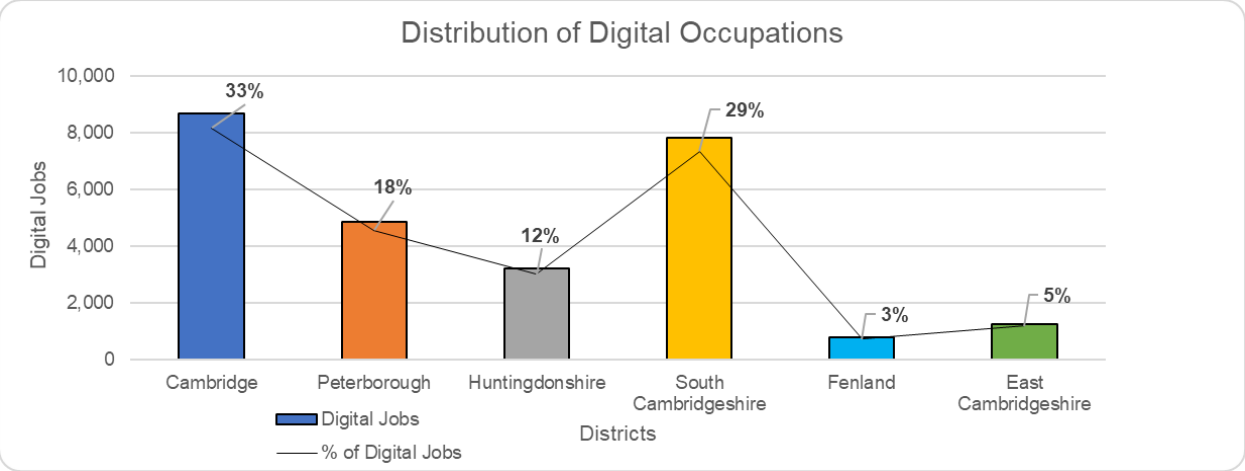
Interim

The LSIP Skills Survey is currently live and an interim analysis of the current responses indicates that 16% of employers experience skills shortages in Basic Numeracy and Literacy, 19% Basic IT, 32% Digital Skills (advanced) and 10% Basic IT Skills with Customer Service.

The CPCA are using the following SOC Codes to capture and monitor Digital employment across the region.

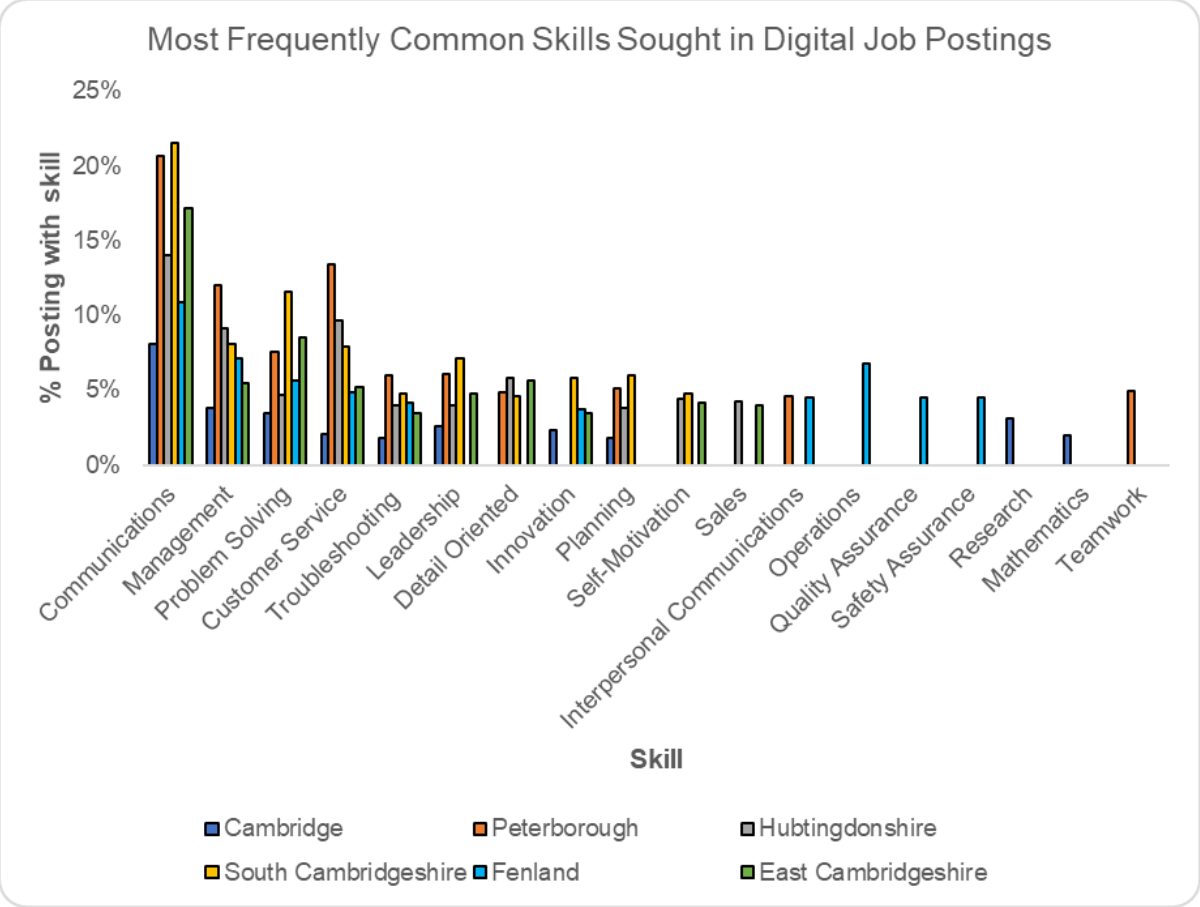
SOC 4	**SOC 4 Description**
1136	IT and telecommunications directors
2133	IT specialist managers
2134	IT project and programme managers
2135	IT business analysts, architects and system designers
2136	Programmers and software development professionals
2137	Web design and development professionals
2139	IT and telecommunications professionals not elsewhere classified
3131	IT operations technicians
3132	IT user support technicians
5242	Telecommunications engineers
5245	IT engineers

Figure 2: Distribution of Digital Occupations



Source: Lightcast (2022)

Figure 3: Most Frequently Common Skills Sought in Digital Job Postings



Source: Lightcast (2022)

Summary of the skills landscape for the Digital cross-sector challenge

- There is a perceived skill shortage which is only set to increase as all industries adopt advanced technologies.
- There are 4 different digital user groups which require their own skills levels and educational needs: Digital Exclusion, Basic, Workforce and Professionals.
- Artificial intelligence and data processing are expected to be a central part of the digital economy of the future.
- **Engagement with the Careers Hub is critical to support and influence the upskilling of educators and working smarter with outreach work.**

Green and Net Zero

Government policy on energy security and net zero is creating new demand for green skills. In June 2019, the Government legislated to increase its ambition on previous climate targets by committing to net zero greenhouse gas emissions by 2050. Skills will play an integral part in helping to deliver a net zero economy, boosting productivity, reducing unemployment and increasing the UK's energy independence. This demand will be further accelerated by developments outside the UK such as the EU Green Deal and the US Inflation Reduction Act. The more economies that move in this direction, the more trade and international business viability will depend on it.

The Government has set an ambition to support 2 million green jobs in the UK by 2030. To help meet this target, the **Ten Point Plan**[24] and **Net Zero Strategy**[25] will support an estimated 440,000 Green theme jobs by 2030.

The British Energy Security Strategy[26] updated in April 2022, builds on the Ten Point Plan and the Net Zero Strategy setting out a long-term plan for the country to deliver "secure, clean and affordable British energy for the long term".

The Government's analysis suggests that 21% of current jobs (over six million people) have skills that will be impacted by the transition to net zero and green energy production. The transition will require a shift of workers moving into low-carbon roles, as well as large numbers shifting out of high-carbon roles. With 80% of the 2030 workforce already in the workplace today, there needs to be a particular focus on retraining and upskilling.

The Green Jobs Delivery Group[27] was set up in response to a recommendation of the Green Jobs Task Force to help government and industry work together to better understand workforce challenges, including skills gaps. The Delivery Groups 5 Key objectives are:

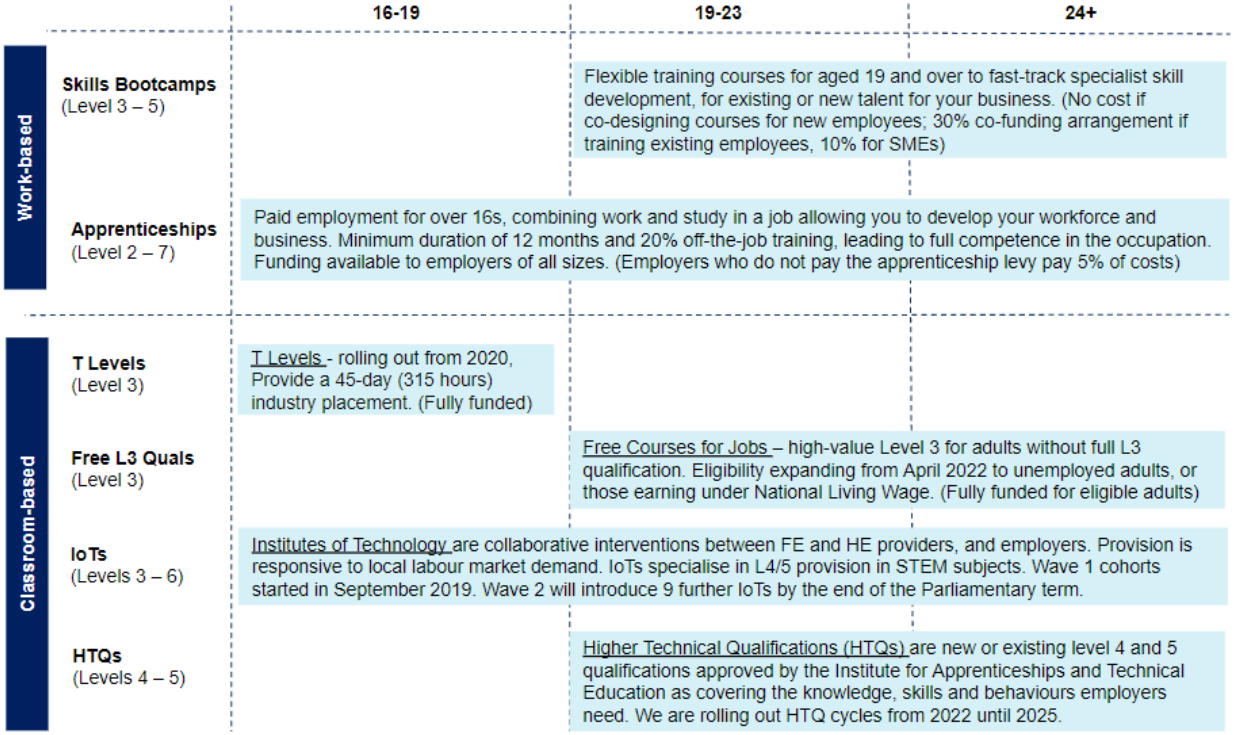
[24] HM Government, The Ten Point Plan for a Green Industrial Revolution (2020)
[25] HM Government, Net Zero Strategy: Build Back Greener (2021)
[26] HM Government, Business Energy Security Strategy (2022)
[27] HM Government, Green jobs delivery steps up a gear (2022)

- Ensuring we have the skilled workforce to deliver net zero and wider environmental goals in line with the UK's levelling up agenda;
- Ensuring workers and communities in high carbon sectors are supported with the transition in the wider context of the UK's levelling up agenda;
- Better understanding and addressing barriers to recruitment, retention and progression in green jobs (including quality of work, pay, conditions, image, etc.);
- Ensuring green jobs are open to all;
- Building on the work of the Green Jobs Taskforce to develop a clearer understanding of the green economy and how to define and measure it.

The Green Jobs Delivery Group are focussing on 18 Priority Sectors to achieve the Net Zero Targets

Grouping	Sector
Energy and Networks	• Offshore Wind (installation and infrastructure) • Onshore Wind • Solar • Nuclear Energy production • Electricity Networks including Charge Points Smart Energy Systems
Homes and Buildings	• Retrofit, Energy Efficiency and Heat pumps
Sustainable Land Use including Water Resources	• Nature Conservation and Nature-based Solutions • Forestry
Manufacturing including EVs and Offshore Wind	• Electric Vehicle Manufacture and Maintenance
Financial and Professional Business Services	• Financial and Professional Business Services
Hydrogen CCUS and Oil and Gas transition	• Carbon Capture Usage and Storage • Hydrogen • Oil and Gas transition
Waste, Recycling and Circular Economy	• Water, Waste, Recycling and Circular Economy
Transport	• Public Transport (rail) • Aviation and Aerospace • Maritime (shipping)

National Skills programmes providing opportunities for individuals to train, retrain and upskill to meet green sector needs[28]



Current or planned DfE provision linked to green sectors

- Work Based
  - Delivering a range of Skills Bootcamps, including those that deliver skills to support sustainability and the green industrial revolution, such as retrofit construction, electric vehicles, and woodland management
  - Over 100+ apprenticeship standards supporting green skills as identified by the (GATEAP) Other standards such as engineering and manufacture being reviewed by employers for suitability.- Portable, Flexi-job and Accelerated Apprenticeships available.
- Classroom Based
  - Engineering for construction T Level launched Sept 21 covers retrofit and heat pump installation. From Sept 22, new T Levels in Engineering, Manufacturing, Processing & Control. Agriculture, Land Management and Production available by Sept 23
  - Over 400 free qualifications at Level 3 in Agriculture, Building and Construction, Engineering, Environmental Conservation, Horticulture and Forestry and Science.

[28] Department for Education, Skills for green jobs (2023)

- IoTs offer specialisms in STEM and green sectors such as zero carbon energy production and sustainable engineering. Wave 2 of IoTs (2022) to deliver in wider green sectors.
- LLE piloting short course provision at Levels 4-6 to support in-work adults upskill/retrain in STEM/net zero subjects. HTQs (Levels 4-5) rolling out from Sept 2022 in digital, construction and engineering.

After Phase I LSIP stakeholder engagement activities are completed, the full LSIP report will flag priority sectors and programmes that are most relevant to the region.

Defining the Green sector

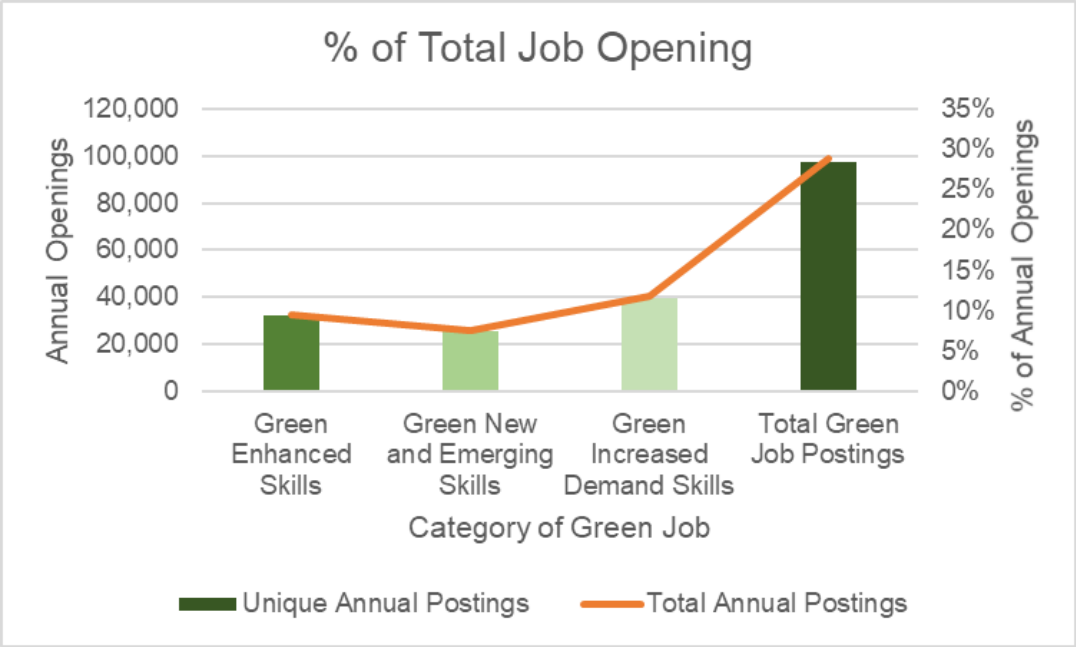
The definition of Green for CPCA is currently based on adoption of the GLAECONOMICS approach to identifying Green Occupations in London (Jan 22)[29]. It classifies green occupations into three broad categories. Please see examples below with the full occupational list included in Appendix 3.

Green category	Examples of SOC2010* occupations	Examples of green-related jobs
Green increased demand	Construction operatives n.e.c.** Carpenters and joiners Bus and coach drivers	Insulation installers Construction carpenters Bus drivers
Green enhanced skills	Plumbers and heating and ventilating engineers Vehicle technicians, mechanics and electricians Finance and investment analysts and advisers	Renewable energy engineers Electric vehicle mechanics Directors of sustainability
Green new and emerging	Management consultants and analysts Actuaries, economists and statisticians Marketing associate professionals	Sustainability consultants Environmental economists Green marketers

[29] Greater London Authority, Identifying Green Occupations in London (2022)

Interim Report

Figure 4: Green Jobs by type as a proportion of all jobs across Cambridgeshire and Peterborough Combined Authority



Source: Lightcast (2022)

Demand and supply for the Green Sector

Our Analysis of Green Enhanced Skills using Lightcast

No.	Skill	Frequency of main skills requested in postings by region					
		Cam	Pet	Hun	South	Fen	East C
1	Communications	9%	13%	11%	15%	10%	13%
2	Management	5%	8%	6%	8%	4%	5%
3	Customer Service	3%	7%	9%	6%	4%	4%
4	Sales	5%	6%	9%	7%	2%	5%
5	Detail Oriented	3%	4%	8%	8%	3%	8%

6	Planning	3%	4%	3%	4%	3%	5%
7	Problem Solving	2%	3%		5%	5%	5%
8	Leadership	3%	3%		4%	3%	4%
9	Operations	2%	3%	4%	4%	4%	
10	Self-Motivation		4%	5%		2%	3%
11	Computer Literacy			5%			
12	Innovation				4%		
13	Research	3%					
14	Quick Learning			3%			
15	Time Management						3%

Interim Report

Summary of the skills landscape for the Green cross-sector challenge

- Government policy on energy security and net zero is creating new demand for green skills.
- The Green Jobs Delivery Group are focussing on 18 Priority Sectors to achieve the Net Zero Targets, all of which are relevant to the region. This includes Energy and Network, Transport and Homes and Buildings.
- There are work-based and classroom based provision linked to the green sector.
- Communications, Management and Sales are in the top common skills sought in Green Enhanced Skills Job posting.

Cross-sector skills priorities

For the development of this report, the LSIP team have collaborated with education providers, local employers of a range of sizes across the public and private sector, and Business Representative Organisations (representative of thousands of businesses in the Cambridgeshire and Peterborough region) through targeted 1 to 1 conversations and roundtable discussions. In addition to this we have created and distributed an LSIP skills survey which has had a total of approximately 120 responses so far, the interim analysis of which have supported this report, and the full analysis of which will be included within the full LSIP report. There have also been two rounds of workshops held, where we have hosted conversations between different types of stakeholders and been very pleased to welcome approximately 175 attendees. To date, approximately 500 key stakeholders have engaged with the project and the project team will continue to engage throughout April and May 2023 during the production of the full LSIP report.

During our stakeholder engagement and workshops data and feedback have been captured, classified and is now being used to validate a number of stakeholder perceptions regarding their experiences with the region's skills system at a district level of detail. Whilst some of these perceptions may require solutions that are potentially outside of the scope of the LSIP, such as inadequate public transport, where there are key themes of importance these have been flagged due to the inescapable interlinkage between infrastructure and technical skills (See Appendix 1).

These validated perceptions will be summarised into cross-sector skills priorities and aligned to a set of tangible actions that will deliver priority interventions designed to enhance the experience for all stakeholders across the region. Perceptions that fall outside of the scope of the LSIP, will be included in the report and reported back to the DfE and the other relevant stakeholders.

Interim Report

Appendix 1 - Emerging Perceptions

Emerging perceptions: inside the scope of the LSIP

Category	Draft perceptions	Description	Initial evidence	Theme count	Additional validation approach
Skills shortages	**Lack of consistent understanding of skills**	Employers struggle to articulate their skills needs and there is no evidence of a consistent Taxonomy. Both Employers and Education Providers do not speak a consistent language of skills.	BRO meeting 1 and 2	High	Survey
Skills shortages	**There is a lack of sustained investment in skills by employers**	There is a lack of investment in skills by employers or a clear skills strategy. Return on investment for training and development is unclear which is contributing to the lack of investment in skills. Businesses, particularly SMEs, do not have the capacity to spend time outside of their day job understanding their future skills needs.	BRO meeting 1 and 2, stakeholder engagement	High	Survey
Context	**Significant regional differences**	The skills required and qualifications vary across the region creating disparities in terms of wealth and sector focus.	Desktop research, BRO meeting 2		Data
Skills shortages	**Skills gap in entry and mid-level skilled roles**	Skills needed are entry to mid-level technical with a particular concern from employers about level 2 skills – e.g. toolmaking, welding, metalworking. The most immediate challenge is the need for lower level technical provision.	Desktop research, BRO meeting 1	Low	Data
Skills shortages	**Lack of appreciation of transferable skills**	Some sectors require a distinct workforce. However, there is a lack of understanding or clarity of transferable skills across sectors. There can be a lack of openness to diversity of experience from different sectors so skills and experience can be disregarded.	Desktop research, workshops	Medium	Skills analysis
Skills shortages	**Lack of employability skills**	Employers have identified the lack of employability skills as a barrier to successful recruitment. There is a lack of a consistent approach to 'work readiness', for example communication, time-management,	BRO meeting 1 and 2 Stakeholder engagement	High	TBC via Providers

		teamwork and attitude to work.			
Skills shortages	**Employers believe that students aren't choosing the education courses that meet the local labour needs**	Students are choosing to take courses or study degrees in areas or subjects they want to but where there isn't necessarily a skills demand locally.	BRO meeting 2, stakeholder engagement	Low	TBC via Providers
Skills shortages	**Business skills**	Business skills are lacking in the region e.g. leadership, business planning and financial accounting skills. This is limiting the growth of micro-businesses.	Workshops, stakeholder engagement	Medium	Survey
Skills shortages	**Business experience**	Alongside or prior to work experience, it would be valuable for businesses to engage with schools and colleges to provide talks on specific sectors and job roles. This supports the careers advisors and gives the students exposure to new industries. We need to support businesses who are often too time constrained to engage.	Workshops, BRO meeting 1 and 2, stakeholder engagement	High	No baseline
Professional and personal development	**Teacher industry experience**	It would be valuable for teachers to have access to relevant industry placements or day visits to businesses so they can provide guidance on a range of sectors in the local areas and understand how businesses work. The challenge is that teachers are often too time constrained.	Workshops	High	No baseline
Skills shortages	**Stakeholders have reported inconsistencies with careers information, advice and guidance**	Students are not always aware of what options are available to them in the local recruitment market and in terms of further education options. There needs to be better support for students to recognise how their skillset can be transferred on to a CV and understand what jobs would be suitable for them. Careers advisors don't always have the appropriate industry experience and are not aware of the local demand for skills.	Workshops	High	CEC

Professional and personal development	**Mentoring**	Mentoring will support new employees to be more effective in their role. There is an opportunity for reverse mentoring to fill potential skills gaps. The idea is that the junior employee can share their expertise (commonly, technology and digital media topics) with the senior colleague, who may be less familiar with these areas.	Workshops	High	TBA
Diversity and inclusion	**Women returning to the workplace**	Women often face a skills gap when they are returning to the workplace. There is limited support and opportunities for upskilling provided for them.	Workshops	Low	CPCA Data
Diversity and inclusion	**Refugee communities**	Refugee communities often contain a range of professionals with skills and talent that are not easily recognised or transferred.	Workshops	Low	BRO's
Diversity and inclusion	**Over 50s**	The over 50s and retired population can often contain a range of professionals with skills and talent but their expectations for working styles and potential health constraints may require workplace flexibility.	Workshops	Medium	TBA
Skills shortages	**Apprenticeships**	Concerns have been expressed by employers and providers about the need for supporting apprentices throughout their programme as this is not part of the apprenticeship funding. This is a particular concern for smaller businesses.	BRO meeting 2, stakeholder engagement	Low	Need survey
Professional and personal development	**Work experience**	The majority of stakeholders appreciate the value in work experience. There are challenges in supporting the students and the businesses to providing meaningful opportunities. There can also be safeguarding issues and health and safety issues.	Workshops	High	Ofsted and Gatsby benchmarks

Emerging perceptions: outside the scope of the LSIP

Category	Draft perceptions	Description	Initial evidence	Theme count	Additional validation approach
Skills and/ or labour shortage	**"Traditional" roles are perceived to be less appealing and experience staff retention**	Difficulty recruiting young people into "traditional" industries and encouraging uptake in apprenticeships.	Desktop research, BRO meeting 1 and 2, stakeholder engagement	High	Data SOC 789 could be classified as Low skills

	issues	People are leaving these roles to move into jobs that are perceived to be more appealing in terms of salary and working conditions.			traditional - is the recruitment activity worse?
Funding and Curriculum	**Perceived inflexibility of provision for Apprenticeships, T- Levels and Study programmes**	There is less flexibility for Full-Time work for the 16/18 year old cohort in Technical education as they will be expected to be taking T-Levels, Study programmes or Apprenticeships. These are all rigid 2 year programs that do not provide the skills.	Interviews	Low	TBC via Providers and CPCA
Skills shortages	**Impact of Covid on skills**	Learning has been adversely impacted, in particular face-to-face and interpersonal skills.	Desktop research, BRO meeting 1	High	Cambridgeshire and Peterborough Local Economic Recovery Strategy (LERS)
Skills shortages	**Schools leavers are often going straight into work with insufficient training and skills**	School leavers are going straight into work so are missing out on upskilling and further career progression. There are lower than average rates of progression from school into Higher Education, Further Education and apprenticeships, with variation across places – some places deliver more apprenticeships, while in others there is higher uptake of academic routes.	Desktop research	Low	TBC via CPCA
Context	**Fundamental issues in the education system**	The system is focused on and constrained by the financial viability and the performance of provision rather than regional employability needs. Employers don't always see the relevance of the curriculum.	BRO meeting 2, stakeholder engagement	High	TBC by CPCA
Labour shortages	**Transport**	Transport impacts the regions access to skills. Bus services are lacking in particular and this disproportionately affects young people.	Workshops	High	CPCA/Survey
Labour shortages	**Employee market**	The labour market is experiencing retention issues. It is now an employee, rather than an employer market, heightened by the effects of Covid and Brexit.	Workshops	Medium	Data

Appendix 2 - Sources

Source	Author	Date
Cambridgeshire and Peterborough Independent Economic Review	Cambridgeshire and Peterborough Combined Authority and Cambridge Ahead	September 2018
A Digital Sector Strategy for Cambridgeshire and Peterborough	Cambridgeshire and Peterborough Combined Authority	March 2019
Cambridgeshire and Peterborough Local Industrial Strategy (LIS)	Cambridgeshire and Peterborough Combined Authority	July 2019
Mayor's Blog: A Tale of Two Cities - And Eleven Market Towns	Cambridgeshire and Peterborough Combined Authority	2020
Cambridgeshire and Peterborough Local Economic Recovery Strategy (LERS)	Cambridgeshire and Peterborough Combined Authority	March 2021
Cambridgeshire and Peterborough Advanced Manufacturing Strategy	Cambridgeshire and Peterborough Combined Authority	April 2021
Cambridgeshire and Peterborough Life Sciences Strategy	Cambridgeshire and Peterborough Combined Authority	April 2021
Cambridgeshire and Peterborough Agritech Strategic Plan	Cambridgeshire and Peterborough Combined Authority	October 2021
Net Zero Strategy: Build Back Greener	HM Government	2021
Census	Office for National Statistics	2021
Cambridgeshire and Peterborough Local Skills Refresh	Cambridgeshire and Peterborough Combined Authority	January 2022
Cambridgeshire and Peterborough Economic Growth Strategy	Cambridgeshire and Peterborough Combined Authority	June 2022
Accountability Agreements for 2023 to 2024	Department for Education	December 2022
Employment Skills and Strategy	Cambridgeshire and Peterborough Combined Authority	2022
The Ten Point Plan for a Green Industrial Revolution	HM Government	2022
Business Energy Security Strategy	HM Government	2022
Green jobs delivery steps up a gear	HM Government	2022
LMI data	Lightcast	2022
Skills for green jobs	Department for Education	2023

Interim Report

Appendix 3 - Green Jobs Classification SOC Codes

Type	SOC	Green Occupation
Green Enhanced Skills	1121	Production managers and directors in manufacturing
	1122	Production managers and directors in construction
	1132	Marketing and sales directors
	1161	Managers and directors in transport and distribution
	1211	Managers and proprietors in agriculture and horticulture
	2113	Physical scientists
	2121	Civil engineers
	2122	Mechanical engineers
	2123	Electrical engineers
	2124	Electronics engineers
	2431	Architects
	2432	Town planning officers
	2471	Journalists, newspaper and periodical editors
	2472	Public relations professionals
	3113	Engineering technicians

Interim Report

Type	SOC	Green Occupation
	3119	Science, engineering and production technicians n.e.c.
	3534	Finance and investment analysts and advisers
	3541	Buyers and procurement officers
	3542	Business sales executives
	3563	Vocational and industrial trainers and instructors
	3565	Inspectors of standards and regulations
	4134	Transport and distribution clerks and assistants
	5111	Farmers
	5213	Sheet metal workers
	5313	Roofers, roof tilers and slaters
	5216	Pipe fitters
	5225	Air-conditioning and refrigeration engineers
	5231	Vehicle technicians, mechanics and electricians
	5314	Plumbers and heating and ventilating engineers
	8123	Quarry workers and related operatives
	8133	Routine inspectors and testers

Interim Report

Type	SOC	Green Occupation
	8211	Large goods vehicle drivers
	9120	Elementary construction occupations
Green New and Emerging	1123	Production managers and directors in mining and energy
	1133	Purchasing managers and directors
	1162	Managers and directors in storage and warehousing
	1255	Waste disposal and environmental services managers
	2126	Design and development engineers
	2129	Engineering professionals n.e.c.
	2135	IT business analysts, architects and systems designers
	2141	Conservation professionals
	2142	Environment professionals
	2150	Research and development managers
	2423	Management consultants and business analysts
	2425	Actuaries, economists and statisticians
	2436	Construction project managers and related professionals
	2461	Quality control and planning engineers

Interim Report

Type	SOC	Green Occupation
	2462	Quality assurance and regulatory professionals
	3112	Electrical and electronics technicians
	3116	Planning, process and production technicians
	3131	IT operations technicians
	3531	Estimators, valuers and assessors
	3532	Brokers
	3539	Business and related associate professionals n.e.c.
	3543	Marketing associate professionals
	3561	Public services associate professionals
	5330	Construction and building trades supervisors
	8124	Energy plant operatives
	9235	Refuse and salvage occupations
Green Increased Demand	2111	Chemical scientists
	2112	Biological scientists and biochemists
	2119	Natural and social science professionals n.e.c.
	2127	Production and process engineers

Interim Report

Type	SOC	Green Occupation
	2136	Programmers and software development professionals
	2435	Chartered architectural technologists
	3111	Laboratory technicians
	3422	Product, clothing and related designers
	3550	Conservation and environmental associate professionals
	3567	Health and safety officers
	4131	Records clerks and assistants
	5112	Horticultural trades
	5113	Gardeners and landscape gardeners
	5119	Agricultural and fishing trades n.e.c.
	5214	Metal plate workers, and riveters
	5215	Welding trades
	5221	Metal machining setters and setter-operators
	5223	Metal working production and maintenance fitters
	5224	Precision instrument makers and repairers
	5237	Rail and rolling stock builders and repairers

Interim Report

Type	SOC	Green Occupation
	5241	Electricians and electrical fitters
	5249	Electrical and electronic trades n.e.c.
	5250	Skilled metal, electrical and electronic trades supervisors
	5311	Steel erectors
	5315	Carpenters and joiners
	5319	Construction and building trades n.e.c.
	6215	Rail travel assistants
	7214	Communication operators
	7219	Customer service occupations n.e.c.
	8114	Chemical and related process operatives
	8125	Metalworking machine operatives
	8131	Assemblers (electrical and electronic products)
	8132	Assemblers (vehicles and metal goods)
	8139	Assemblers and routine operatives n.e.c
	8142	Road construction operatives
	8143	Rail construction and maintenance operatives

Interim Report

Type	SOC	Green Occupation
	8149	Construction operatives n.e.c.
	8213	Bus and coach drivers
	8229	Mobile machine drivers and operatives n.e.c.
	9112	Forestry workers
	9260	Elementary storage occupations

Interim Report

Appendix 4 - Digital Sector Strategy Recommendations[30]

Domain area	Recommendation(s) for public sector	Recommendation(s) for private sector
Artificial Intelligence	CPCA to tailor specific actions and priorities to cement the national leadership position of the region for the national AI Grand Challenge.	Private sector and investors to play their part in the development of a regional AI strategy.
Talent & Skills	Ensure high quality digital education and training opportunities, ranging from digital literacy, advanced programming skills up to doctorates, as well as reskilling programmes, are available and accessible for young people, teachers and adults throughout the region.	Develop a region-wide culture of employer engagement in education to support the development of STEM skills in the next generation and showcase potential career routes with a scheme that involves the participation of employers.
Technology Infrastructure	Deliver a step-change in technology infrastructure ambitions by with aspirational targets of 1Gb/s broadband speeds across the region by 2022. Put in place internal processes that will support the private sector in turning Cambridgeshire & Peterborough into a world-class smart region at pace.	Inspire demand for advanced technology infrastructure by bringing citizen and business communities together and raising awareness of next-generation infrastructure capabilities through networking and workshops. Campaign for faster and more ambitious roll-out.
Supply Chain	Sponsor a researched programme of networking activities that helps the region to increase understanding of the value chains of digital businesses and to help remediate potential gaps and bottlenecks in the local supply market.	Provide more opportunities for digital businesses to meet local suppliers, and vice versa, through targeted face to face networking opportunities and intra-regional programmes.
High Impact Networking	Ensure appropriate physical space, connections and channels are available for businesses to network by transforming underutilised public infrastructure into co-working spaces or learning zones and supporting landlords in installing co-working spaces in high street spaces.	Established networking firms to deliver high quality events across the region while collaborating to build a comprehensive ecosystem of business development and knowledge transfer.
Entrepreneurship	Ensure the presence of high-quality, supportive spaces for start-ups to grow across the region, along with financial stimulus that encourages growth in desired areas, for example business establishment in non-Cambridge hubs, or digital businesses focused on products/services for Manufacturing / Agriculture / Logistics.	Established networking firms and universities to deliver knowledge sharing programmes across the region that match different stages of start-ups, from birth to scale-up, along with networking and mentoring opportunities.
Investment & Finance	Create a CPCA Digital Innovation Fund (similar to the Northern Powerhouse Investment Fund), supported by the British Business Bank, for digital start-ups with a particular focus on convergence activities and hubs outside Cambridge city.	Increase the visibility and accessibility of financial information & support throughout the region.
Application in industry	Conduct a study to understand the value chains of digital businesses and potential gaps and bottlenecks in the local supply market. Share this information publicly.	Establish Leadership Councils for Technology in Manufacturing, Logistics and Agriculture that identify opportunities and blockers and generally accelerate the deployment of technology in industry.
International: Foreign Direct Investment and trade	Build a compelling Greater Cambridge cluster brand and marketing programme that promotes the Cambridge value proposition and strategically targets major investments complementary to the regional technology ecosystem, ensuring that an effective inward investment sales and fulfilment function is being delivered across the region.	Support local intermediary organisations to develop relationships with overseas technology hubs and encourage partnerships and networking between companies. Encourage large regional technology companies to participate in outbound missions to demonstrate the expertise of the region, alongside cohorts of new exporters.
Knowledge Transfer	Develop Launchpads where the applications of new digital technologies and solutions can be trialled. These Districts should feature the latest technology infrastructure, should be accessible for start-ups and should focus on industries that are important to the Combined Authority economy, such as Manufacturing or Agriculture.	Working with existing communities for technology / industry, deliver more inter-sector networking opportunities across the region that connect industry with the technology community and academia.

[30] Cambridge Wireless and Anglia Ruskin University, A Digital Sector Strategy for Cambridgeshire and Peterborough (2019)

Appendix 5 - Skills Action plan[31]

Strategic action: Fenland

	Pre-work and formal education	Employer access to talent	Life-wide learning and training	Support into and between work
	Strategic priorities			
First priorities for Fenland:	**Widening education access and participation and increasing school achievement at level 3**	**Supporting businesses to start up, grow and create good jobs – upskilling people in leadership and management**	**Providing support to upskill and reskill in response to economic restructuring (e.g. following Covid-19, Brexit, further digitisation, as net-zero transition intensifies)**	**Supporting unemployed, NEETs and young people into training and employment**
	Connecting people to education and training through transport and digital inclusion Enhancing exposure to role models, work experience, and understanding of various routes into sectors and occupations Capital investment to improve teaching facilities and kit, particularly at FE Focus of increasing level 4+ qualifications on in-work training and progression Improving careers education, information, advice and guidance	Supporting Covid recovery, growth and net-zero transition by developing priority skills and responding to acute issues Embedding modern work practices and conditions and improving job quality Increasing employers' engagement and influence on education and training and connecting residents in Fenland to opportunities across the area	Increasing work-based learning, particularly apprenticeships, and introducing more accessible formats (e.g. short courses/ online/blended learning) Improving access to careers information, advice and guidance at any age	Targeting support for Covid-19 recovery and transitions for displaced workers Providing support for disadvantaged groups to access the labour market Connecting people to work through transport and digital inclusion
	Actions			
	College of West Anglia Wisbech campus development Expand employers engaging with schools and colleges in T Level placements Continue to deliver Growth Works Talent Pledge – linking employers to schools and colleges and enterprise advisers, and providing careers advice Social value contracts - require businesses receiving local funding to do outreach in schools	CRF – Start and Grow pre-start up and micro business enterprise skills support for individuals Expand Growth Works in business management and leadership emphasising job design and creation, and skills training for small business leaders Continue delivery of Growth Works Skills Brokerage and Digital Talent Platform and engagement model Rapid response skill gap mapping for Recover/Brexit	Improving access to careers information, advice and guidance at any age Direct AEB funding to priority skills needs, use AEB Innovation Fund to pilot new forms of training provision Green Jobs Action Plan and build on success of Form the Future model, supporting skills for the future	CRF – Turning Point funded internships and short courses for work re-entry and digital/management Deliver local ESF projects up to 2023 focused on young people, NEETs, ex-offenders, and furthest from labour market, and national DWP support Add Work and Health Programme to Growth Works Expand short courses through innovative course design, such as skills bootcamps
	Progress measures			
	Increasing proportion of vocational courses age 16-18 studied at Level 3 Increasing progression rates post-18 into HE and FE towards national levels	Increasing number of professional & technical jobs, at least at level 3	Reducing numbers of workers at level 1 and increasing at level 3 Increasing rates of in-work training (provided flexibility at various levels)	Falling levels of economic inactivity and UC claimants Increasing investment in connectivity Reducing unsustained destinations after school

[31] Camnbridge and Peterborough Combined Authority, Cambridgeshire and Peterborough Local Skills Report Refresh (2022)

Strategic action: Peterborough

	Pre-work and formal education	Employer access to talent	Life-wide learning and training	Support into and between work
	Strategic priorities			
First priorities for Peterborough:	**Widening education access and participation, increasing school achievement, and progression into technical education**	**Supporting Covid recovery, growth and net-zero transition by developing priority skills and responding to acute issues in priority sectors such as manufacturing and digital**	**Providing support to upskill and reskill in response to economic restructuring (e.g. following Covid-19, Brexit, further digitisation, as net-zero transition intensifies)**	**Supporting unemployed, NEETs and young people from deprived communities into training and employment**
	Increasing level 4+ qualifications through progression and access into HE locally Enhancing exposure to role models, work experience, and understanding of various routes into sectors and occupations Capital investment to improve teaching facilities and kit, particularly at FE Improving careers education, information, advice and guidance	Higher skilled jobs creation through innovation Embedding modern work practices and conditions and improving job quality Increasing employers' engagement and influence on education and training and connecting residents in Fenland to opportunities across the area	Creating and growing more level 3 and 4 jobs across sectors Increasing work-based learning, particularly apprenticeships, and introducing more accessible formats (e.g. short courses/ online/blended learning) Improving access to careers information, advice and guidance at any age	Targeting support for Covid-19 recovery and transitions for displaced workers Providing support for disadvantaged groups to access the labour market
	Actions			
	Continue establishment and development of ARU Peterborough Green skills centre and net zero ARU programme Expand employers engaging with schools and colleges in T Level placements Continue to deliver Growth Works Talent Pledge – linking employers to schools and colleges and enterprise advisers, and providing careers advice Social value contracts - require businesses receiving local funding to do outreach in schools	Net-zero Green Skills Centre CRF – Start and Grow pre-start up and micro business enterprise skills support for individuals Energy Hub supply chain development Rapid response skill gap mapping for Recovery/Brexit Continue delivery of Growth Works Skills Brokerage and Digital Talent Platform, using Growth Works as a local engagement model	Improving access to careers information, advice and guidance at any age AEB Innovation Fund - pilot new provision Green Jobs Action Plan and build on success of Form the Future model, supporting skills for the future	CRF – Turning Point funded internships and short courses for work re-entry and digital/management Deliver local ESF projects up to 2023 focused on young people, NEETs, ex-offenders, and furthest from labour market, and deliver DWP support Add Work and Health Programme to Growth Works model Expand short courses through innovative course design, such as skills bootcamps
	Progress measures			
	Increasing progression rates post-18 into HE, FE, and apprenticeships towards national levels	Increasing number of professional & technical jobs, at least at level 3	Reducing numbers of workers at level 1 and 2 and increasing at level 3 and 4	Falling levels of economic inactivity and UC claimants Reducing NEETs and unsustained destinations after school

Strategic action: Huntingdonshire

	Pre-work and formal education	Employer access to talent	Life-wide learning and training	Support into and between work
	Strategic priorities			
First priorities for Huntingdonshire:	**Widening education access and participation and increasing progression and achievement at level 4+**	**Supporting Covid recovery, growth and net-zero transition by developing priority skills and responding to acute issues**	**Providing support to upskill and reskill in response to economic restructuring (e.g. following Covid-19, Brexit, further digitisation, as net-zero transition intensifies)**	**Targeting support for Covid-19 recovery and transitions for displaced workers**
	Growing numbers of apprentices delivered with local employers Enhancing exposure to role models, work experience, and understanding of various routes into sectors and occupations Capital investment to improve teaching facilities and kit Improving careers education, information, advice and guidance	Embedding modern work practices and conditions and improving job quality Increasing employers' engagement and influence on education and training and connecting residents in Fenland to opportunities across the area	Increasing work-based learning, particularly apprenticeships, and introducing more accessible formats (e.g. short courses/ online/blended learning) Improving access to careers information, advice and guidance at any age	Supporting unemployed into training and employment
	Actions			
	St Neots FE provision improvements Continue delivery of Apprenticeship Levy Pooling, apprenticeship delivery through local development projects at level 3 upwards for young people Expand employers engaging with schools and colleges in T Level placements Continue to deliver Growth Works Talent Pledge – linking employers to schools and colleges and enterprise advisers, and providing careers advice	CRF – Start and Grow pre-start up and micro business enterprise skills support for individuals Rapid response skill gap mapping for Recovery/Brexit Continue delivery of Growth Works Skills Brokerage and Digital Talent Platform, using Growth Works as a local engagement model	Improving access to careers information, advice and guidance at any age Direct AEB funding to priority skills needs, use AEB Innovation Fund to pilot new forms of training provision Green Jobs Action Plan and build on success of Form the Future model, supporting skills for the future	Deliver local ESF projects up to 2023 focused on young people, NEETs, ex-offenders, and those furthest from the labour market, and deliver national Covid support programmes with DWP Add Work and Health Programme to Growth Works model Expand short courses through innovative course design, such as skills bootcamps
	Progress measures			
	Increasing progression rates post-18 into FE and apprenticeships towards national levels	Increasing number of professional & technical jobs, particularly in priority sectors	Increasing receipts of/participation in careers IAG for adults	Reducing unsustained destinations after school

Strategic action: East Cambridgeshire

	Pre-work and formal education	Employer access to talent	Life-wide learning and training	Support into and between work
	Strategic priorities			
First priorities for East Cambs:	**Widening education access and progression into HE, increasing achievement at level 4+**	**Supporting Covid recovery, growth and net-zero transition by developing priority skills, and growing jobs at level 4**	**Increasing work-based learning, particularly progression into level 4 skills, and introducing more accessible formats (e.g. short courses/ online/blended learning)**	**Targeting support for Covid-19 recovery and transitions for displaced workers**
	Capital investment to improve teaching facilities and kit, particularly at FE Connecting people to education and training through transport and digital inclusion Enhancing exposure to role models, work experience, and understanding of various routes into sectors and occupations Improving careers education, information, advice and guidance	Increasing employers' engagement and influence on education and training and connecting residents in Fenland to opportunities across the area Embedding modern work practices and conditions and improving job quality	Providing support to upskill and reskill in response to economic restructuring (e.g. following Covid-19, Brexit, further digitisation, as net-zero transition intensifies) Improving access to careers information, advice and guidance at any age	Connecting people to work through transport and digital inclusion Supporting unemployed into training and employment
	Actions			
	Development of FE provision Expand employers engaging with schools and colleges in T Level placements Continue to deliver Growth Works Talent Pledge – linking employers to schools and colleges and enterprise advisers, and providing careers advice	Rapid response skill gap mapping for Recovery/Brexit Continue delivery of Growth Works Skills Brokerage and Digital Talent Platform, using Growth Works as a local engagement model	Improving access to careers information, advice and guidance at any age Direct AEB funding to priority skills needs, use AEB Innovation Fund to pilot new forms of training provision Green Jobs Action Plan and build on success of Form the Future model, supporting skills for the future	Deliver local ESF projects up to 2023 focused on young people, NEETs, ex-offenders, and those furthest from the labour market, and deliver national Covid support programmes with DWP Add Work and Health Programme to Growth Works model Expand short courses through innovative course design, such as skills bootcamps
	Progress measures			
	Increasing progression rates post-18 into HE and FE towards national levels	Increasing number of professional & technical jobs, at least at level 3	Reducing numbers of workers at level 2 and increasing at level 3	Increasing investment in connectivity Reducing unsustained destinations after school

Inter

Strategic action: Cambridge City

	Pre-work and formal education	Employer access to talent	Life-wide learning and training	Support into and between work
	Strategic priorities			
First priorities for Cambridge:	**Ensuring access to technical education, apprenticeship and training choices are available to students not following A Level and university routes**	**Supporting Covid recovery, growth and net-zero transition by developing priority skills and responding to acute issues**	**Increasing work-based learning, particularly apprenticeships and for those with lower level skills, and introducing more accessible formats (e.g. short courses/ online/blended learning)**	**Targeting support for Covid-19 recovery and transitions for displaced workers**
	Capital investment to improve teaching facilities and kit, and expanding access Improving careers education, information, advice and guidance, particularly for students not following A Level and university routes	Increasing employers' engagement and influence on education and training and connecting residents in Fenland to opportunities across the area Opening up access in priority sectors to students following vocational and technical routes	Improving access to careers information, advice and guidance at any age	Providing support for disadvantaged people to access the labour market Supporting unemployed into training and employment
	Actions			
	Continue delivery of Apprenticeship Levy Pooling, apprenticeship delivery through local development projects at level 3 upwards for young people All Age Careers Advice throughout school years Continue to deliver Growth Works Talent Pledge – linking employers to schools and colleges and enterprise advisers, and providing careers advice	Rapid response skill gap mapping for Recovery/Brexit Continue delivery of Growth Works Skills Brokerage and Digital Talent Platform, using Growth Works as a local engagement model	Improving access to careers information, advice and guidance at any age Direct AEB funding to priority skills needs, use AEB Innovation Fund to pilot new forms of training provision Green Jobs Action Plan and build on success of Form the Future model, supporting skills for the future	Deliver local ESF projects up to 2023 focused on young people, NEETs, ex-offenders, and those furthest from the labour market, and deliver national Covid support programmes with DWP Add Work and Health Programme to Growth Works model Expand short courses through innovative course design, such as skills bootcamps
	Progress measures			
	Increasing progression rates post-18 into FE and apprenticeships towards national levels for young people following vocational routes	Reversing employment level decline	Increasing rates of in-work training (provided flexibility at various levels)	Reducing localised inequalities

Int

Strategic action: South Cambridgeshire

	Pre-work and formal education	Employer access to talent	Life-wide learning and training	Support into and between work
	Strategic priorities			
First priorities for South Cambs:	**Widening progression into HE from local schools and into FE and technical education**	**Supporting Covid recovery, growth and net-zero transition by developing priority skills and responding to acute issues**	**Increasing work-based learning to support growing productivity, and introducing more accessible formats (e.g. short courses/ online/blended learning)**	**Targeting support for Covid-19 recovery and transitions for displaced workers**
	Capital investment to improve teaching facilities and kit, particularly at FE Improving careers education, information, advice and guidance	Increasing employers' engagement and influence on education and training and connecting residents in Fenland to opportunities across the area	Improving access to careers information, advice and guidance at any age	Supporting unemployed into training and employment
	Actions			
	Continue delivery of Apprenticeship Levy Pooling, apprenticeship delivery through local development projects at level 3 upwards for young people All Age Careers Advice throughout school years Continue to deliver Growth Works Talent Pledge – linking employers to schools and colleges and enterprise advisers, and providing careers advice	Rapid response skill gap mapping for Recovery/Brexit Continue delivery of Growth Works Skills Brokerage and Digital Talent Platform, using Growth Works as a local engagement model	Improving access to careers information, advice and guidance at any age Direct AEB funding to priority skills needs, use AEB Innovation Fund to pilot new forms of training provision Green Jobs Action Plan and build on success of Form the Future model, supporting skills for the future	Deliver local ESF projects up to 2023 focused on young people, NEETs, ex-offenders, and those furthest from the labour market, and deliver national Covid support programmes with DWP Add Work and Health Programme to Growth Works model Expand short courses through innovative course design, such as skills bootcamps
	Progress measures			
	Increasing progression rates post-18 into HE and FE towards national levels	Increasing number of professional & technical jobs, at least at level 3	Increasing receipts of/participation in careers IAG for adults	Reducing unsustained destinations after school

Interim